



# Federal Housing Finance Board

## 2007 Annual Employee Survey Results

Between September 10 and September 28, 2007, the Finance Board participated in the Annual Employee Survey (a human capital survey) conducted by the Office of Personnel Management. All employees were asked to participate; ninety-one employees completed the survey, which resulted in a sixty-seven percent response rate. The 2007 survey is a shorter version of the Federal Human Capital Survey conducted in 2004 and 2006. The following link is to a spreadsheet that presents the 2007 Finance Board results along with the 2004 and 2006 results.

[\[2007 Annual Employee Survey\]](#)

The survey responses are grouped into the following broad categories:

- Results oriented performance culture
- Leadership and knowledge management
- Job satisfaction
- Talent management
- Communication
- Empowerment
- Diversity

There is some repetition of the individual questions in the summary as a particular question may fit under more than one of these board categories. To the right of the questions there is an indication whether the positive or negative responses increased or decreased by five percent or more. This highlights the more important changes between the 2006 and 2007 survey results.

In general, the results are very favorable in two respects. First, on many questions, the proportion of positive responses is high and the proportion of negative responses is low.

Among the items receiving 80 percent or more favorable responses are:

- Cooperation among employees
- Work-family balance
- Understanding of the agency's goals and priorities
- Physical conditions, protection from hazards, security
- Satisfaction of the job done by front-line management
- Feeling that the work done is important

- Having sufficient knowledge to accomplish organizational goals
- Support of employee development

Second, the proportion of positive responses increased by five percentage points or more on many questions. These areas include:

- Physical conditions in the workplace
- Dealing with poor performers
- Personal empowerment
- Rewarding creativity and innovation
- Recognizing performance differences
- Trust in supervisors
- Sufficient information from management
- Use of talents in the workplace
- Recruitment
- Support of employee development
- Assessment of training needs

Positive responses were down by five percentage points only on three questions. Those questions dealt with satisfaction with the policies and practices of the agency's senior leaders, the satisfaction with the opportunity to get a better job in the organization and a belief that performance appraisals were not a fair reflection of work performance.